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ABSTRACT

A bibliography of 765 items which illustrates the wide range of topics that affect collective bargaining in higher education and the professions for 1981, is presented. Items are dated 1978 or later, and ERIC reference numbers are cited where appropriate. The primary focus and interest is academic collective bargaining; however, the literature on allied health care professionals, nurses, physicians, and health care institutions is included, and other groups of professionals such as librarians, lawyers, social workers, bankers, and engineers are also covered. The following specific topics are addressed in regard to college faculty: academic freedom; accountability; administration; affirmative action; arbitration and mediation; collective bargaining (U.S. and Canada); community colleges; contract and contract issues; court cases and administrative orders (states and Supreme Court); discipline and dismissal; discrimination; dispute and dismissal; dispute resolution; due process; elections; evaluation; faculty in dental, medical, and nursing schools; faculty attitudes and organizations; fiscal issues; fringe benefits; governance; government regulations; grievance procedures; legal issues; legislation; academic librarians; long-range planning; National Labor Relations Board; part-time faculty; personnel administration; public sector labor relations; retirement; retrenchment; salaries; sexual harassment; strikes; student personnel professionals; students; teaching assistants; tenure; unit determination; women faculty; the Yeshiva decision; and workload. A cross-disciplinary approach is used in examining the material in the bibliography which includes indices by author, court cases/administrative orders, and subject. Sources of information are also listed. (SW)

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Collective Bargaining in Higher Education and the Professions

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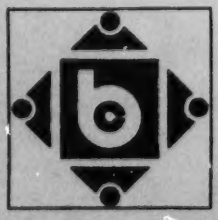

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INTRODUCTION

Collective bargaining in higher education continues to be the focus of substantial research in the fields of labor relations, personnel and college and university administration. Several reasons have been suggested for this continued interest including the increased unionization of professionals in occupational groupings other than higher education. However, the overriding reason for this concern in academic collective bargaining appears to be the impact of the U. S. Supreme Court's decision in NLRB v. Yeshiva University, 444 U.S. 672, 1980, in which the Court held that the entire faculty at Yeshiva were managerial and therefore not entitled to bargain collectively under the protection of the National Labor Relations Act.

The number of colleges exercising Yeshiva-like claims continues to grow. Concomitant with this growth, questions are being raised about the unionization rights of all professionals and their status under the National Labor Relations Act. Thus, it appears that case law applicable to collective bargaining in higher education is being superimposed upon a much larger category. We believe that when one considers the shifting legal environment of the unionized campus that the valuable contributions made by the Bibliography of Collective Bargaining in Higher Education and the Professions, Vol. No. 10, is apparent.

This Bibliography, as in the past, cites the major Articles with respect to academic collective bargaining and, for the first time, includes other listings relevant to collective bargaining in the professions. This is consistent with our new charge of expanding the Center's base of operations beyond higher education but should not be construed as a lessening of the significance attached to our original and prime mandate of academic collective bargaining.

The Center has completed ten years of service to the academic community during which time it has functioned as a clearinghouse and forum for those engaged in collective bargaining in higher education. Operating on the campus of Baruch College of the City University of New York, it addresses its research to scholars and practitioners in the field. Membership consists of institutions and individuals from the United States and Canada. Activities are financed primarily by membership, conference and workshop fees, foundation grants and income from various services and publications made available to members and the public. To help us to fulfill our goals, we continuously strive to produce publications that present research data and findings on topics of significant interest, as well as surveys of the literature in the field. In addition to the Bibliography, the National Center's publications include specialized Reports, Directories, Proceedings, Monographs and Newsletters.

We hope that this publication will continue to make a valuable contribution to those engaged in all facets of collective bargaining in higher education and the professions. As in the past, we encourage your use of the Center and we await your reactions to our publications and services.

Joel M. Douglas
Director

Collective Bargaining in Higher Education and the Professions: Bibliography No. 10 represents a selective survey of labor relations literature for 1981. The 765 items cited illustrate the wide range of topics that affect collective bargaining in higher education and the professions today. Part I, "Faculty," emphasizes such important issues as governance, tenure, the Yeshiva decision, salaries, retrenchment, and legislation. While we have broadened our scope to encompass collective bargaining in the professions, our primary focus and interest is still academic collective bargaining.

Since there has been a burgeoning of collective bargaining activity in other professions, most notably health care, Part II, "Professions and Professionals," records and documents the literature for allied health care professionals, nurses, physicians, and health care institutions. Other groups of professionals such as librarians, lawyers, social workers, bankers, and engineers are included under the heading "Professions."

Materials covered include monographs, books, articles, research reports, speeches, surveys, and noteworthy court cases and administrative orders. Important citations omitted from previous editions of our Bibliographies have been included. Since the literature of labor relations is so diverse, we have used a cross-disciplinary approach in examining the material for this volume. Readers are referred to the Subject Index to access and retrieve a specific topic.

Users are encouraged to familiarize themselves with the many reference tools mentioned in "Bibliographies and Directories" and "Resources and Periodicals." "Useful Sources of Information" provides the names of labor relations services, higher education associations, faculty organizations, and

research centers. These information guides equip users with valuable maps for further research.

We welcome the use of the National Center's Elias Lieberman Higher Education Contract Library, which houses over 400 volumes on the subject of collective bargaining in the professions, as well as files of faculty contracts and arbitration awards. Our reference staff is ready and able to assist with reference inquiries, literature, contract, and arbitration award searches. Materials from our library may be circulated through inter-library loan. BRAIN (Baruch Retrieval of Automated Information for Negotiations) is available for computerized contract searches.

The compilation of this Bibliography would not have been possible without the many valuable contributions made by our staff. Grateful acknowledgment is given to Baruch College's Search Analyst, Ida Lowe, for providing computer searches. Steven Kramer and Alan Rosenberg, researchers with the Center, assisted in library research. Denise Maye and Marie Lorquet aided in the typing of the manuscript. As she has so ably done with past editions of our Bibliography, Mrs. Evan G. Mitchell, coordinated all production stages of this volume. Last but not least, special appreciation and credit is given to Mrs. Ruby N. Hill for her precise expertise in layout and typing, and for her bountiful patience and endurance in the many stages of this edition.

The bibliographic citations reported in this issue are accurate to the best of our knowledge. We apologize for any errors or omissions and welcome comments and additions for future compilations.

Lisa Flanzraich
Librarian

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COURT CASES AND ADMINISTRATIVE ORDERS - STATES

COURT CASES - ARIZONA

122 Harris v. Arizona Board of Regents. A U. S. District Court held that a dean's written promise of future tenure is enforceable, despite later rejection of promise by faculty committee.

123 Meyerson v. Arizona. Professor cannot sue University under section 504 of 1974 Rehabilitation Act to compel "equal" distribution of research funds, according to the U. S. District Court of Arizona.

COURT CASES - ARKANSAS

124 Russell v. Board of Trustees of University of Arkansas (637 F.2d 1008). Employee was given all due process when Board of Trustees lowered the age of mandatory retirement.

125 Valentine v. Smith (654 F.2d 503). A U. S. Court of Appeals (8th Cir., AK) held that Arkansas State University's affirmative action plan was legally necessary to overcome the effects of past discrimination. Plaintiff Valentine, a white faculty member, claimed that she was not promoted because of her race.

COURT CASES - CALIFORNIA

126 California Teachers Association v. Los Angeles Community College District (177 Cal. Rptr. 168). Part-time teachers who were hired before a new classification date became effective were entitled to back pay as well as reclassification.

127 California Teachers Association v. San Diego Community College District (621 P.2d 856). The Education Code governing compensation of part-time employees includes time spent outside, as well as inside, the classroom.

128 Dept. of Labor v. University of California. (U.S. Dept. of Labor, Office of Administrative Law Judges Case no. 78-OFFCP-7). See: Smith, M. R. Protecting the confidentiality of faculty peer review records: (U. S. Dept. of Labor, Office of Administrative Law Judges Case No. 78-OFFCP-7). Journal of College and University Law, 8: 20-53, 1981/1982.

129 Kubik v. Scripps College (173 Cal. Rptr. 539). Tenured employees of colleges and universities are subject to mandatory retirement. A state statute exempted those from prohibition against age discrimination.

130 Parker v. Dumke. Chancellor of State University System has the discretionary privilege of granting educational leaves solely to teaching staff.

COURT CASES - COLORADO

131 Loretto Heights College. Faculty bargaining upheld at Loretto Heights College. Chronicle of Higher Education, 2, July 6, 1981. NLRB Judge determines faculty is not managerial and is entitled to bargain.

132 Marshall v. Regis Educational Corp. (C.A. 10). College dormitory counselors were not school employees entitled to protection of federal labor law. The counselors were students who received tuition discounts in exchange for work.

133 Rivas v. State Board for Community Colleges and Occupational Education (517 F. Supp. 467). A Federal District Court held that the State Board had ultimate power in approving college appointments.

COURT CASES - DISTRICT OF COLUMBIA

134 Acosta v. University of the District of Columbia. A U. S. District Court ruled that an Hispanic professor had been denied a job promotion because of his national origin. University's rules governing promotion were "unevenly" applied and plaintiff was held to be "eminently qualified for promotion." Back pay and promotion were awarded, but punitive damages were not, since "no malice" was proven.

135 Johnson v. Howard University. In a suit filed in Washington, D. C. Superior Court, a white female professor charged her ex-employer with race discrimination in firing her, after denying her tenure. She alleged that the University refused to evaluate her credentials, and was interested only in hiring blacks as faculty members.

136 Kern v. District of Columbia. A U. S. District Court awarded a professor of the University of the District of Columbia $20,000 when defendant failed to produce "racial breakdown" records containing salary data. Plaintiff, who is white, alleged that she was denied routine promotion in favor of black faculty.

COURT CASES - FLORIDA

137 Adams v. Lake City Community College (404 So. 2d 148). A college instructor who responded to his dean's suggestion that a certain auditorium be used to give his lectures with the words "Hell, no, I won't do it and I'll fight you all the way if you try to make me..." constituted insubordination.

138 Florida State University v. Dann (400 So. 2d 1304). Faculty had the right to challenge salary document setting forth university procedure for merit awards and salary increases. Document and procedure were not part of an exclusion for "contractual provisions reached as a result of collective bargaining."

COURT CASES - GEORGIA

139 Berry Schools v. NLRB (653 F.2d 966). NLRB claim that faculty member at Berry College had been denied promotion because of union activities was denied by federal judge.

140 Dinnan v. University of Georgia (661 F.2d 426). A U. S. Court of Appeals (11th Cir., GA) declined to recognize an "academic freedom" claim by a University of Georgia professor who refused to comply with a court order to reveal his tenure vote. His vote the court held, may have influenced the denial of tenure to a female professor. (See In Re: Dinnan; Blaubergs v. Board of Regents of the University System of Georgia, C.A. No. 79-42-Ath (M.D. GA 5/8/81.)) See: Bunzel, J. H. Case of the jailed professor: let's cut through the intellectual smog. Chronicle of Higher Education, 96, January 12, 1981. Middleton, Lorenzo. Appeals court rejects academic freedom as professor's defense in tenure-vote cast. Chronicle of Higher Education, 1, 14, November 25, 1981. Rights in conflict: the secrecy of the tenure vote. NCSCBHEP Newsletter, 9(5): November-December 1981. Text of appeals court opinion in Georgia tenure-vote case. Chronicle of Higher Education, 14-15, November 25, 1981.

COURT CASES - HAWAII

141 Levi v. University of Hawaii (628 P.2d 1026). University's policy of requiring retirement at age sixty-five conflicted with statute setting retirement at age seventy for all public employees.

COURT CASES - IDAHO

142 Idaho State University. NLRB revokes certification of union in Idaho. Chronicle of Higher Education, 2, November 11, 1981. Union members petitioned board to revoke certification of AFT affiliate. They were displeased over a missed deadline for negotiations.

COURT CASES - ILLINOIS

143 Kaufman v. Board of Trustees Community College District No. 508 (522 F. Supp. 90). A U. S. District Court held that the term "full-time employment" in a teaching contract was not unconstitutionally general. This prohibited full-time faculty from holding concurrent full-time jobs elsewhere.

144 Maas v. Board of Trustees of Community College District No. 529 (418 N.E. 2d 1029). A discharged community college teacher could not review the Board of Trustee's action under the Administrative Review Act, since the relevant statute governing community colleges did not adopt that act.

145 Penman v. Board of Trustees of Illinois Eastern Community Colleges (418 N.E. 2d 795). A librarian who had accepted an "administrative" position after working for two years under a probationary contract was not entitled to the same discharge procedures as a tenured teacher, despite the fact that he taught 5 hours a week and despite the fact that contracts incorporated annual appointment policy.

146 Theodore v. Elmhurst College (54 Ill. DEC. 547, 425 N.E. 2d 59). A tenured college faculty member's complaint that her dismissal was a breach of contract was upheld by an Illinois court. The plaintiff charged racial discrimination and lack of proper discharge procedures as set forth in personnel manual.

COURT CASES - LOUISIANA

147 Sawyer v. State through Louisiana State Employment Retirement System (401 So. 2d 997). A former university employee who did not file for retirement credits based upon years of past service, and sought to file after retirement began, waived his right to include such period under State law.

COURT CASES - MAINE

148 Beitzel v. Jeffrey (643 F.2d 870). A U.S. Court of Appeals (ME) held that a professor had received all due process required in his grievance procedure. He had been denied reappointment with tenure.

149 Knowles v. Unity College (429 A.2d 220). Plaintiff was properly denied reappointment before and after college's revocation of tenure policy.

COURT CASES - MARYLAND

150 Ollman v. Toll (518 F. Supp. 1196). Federal Court denied Bertell Ollman's plea for a teaching position at the University of Maryland. Ollman had sued University President Toll and university, claiming that he had been denied a department chair because of Marxist leanings. University of Maryland was justified in its decision not to appoint him.

COURT CASES - MASSACHUSETTS

151 Meehan v. New England School of Law (522 F. Supp. 484). A Federal District Court held that a clause in a law school professor's employment contract was enforceable and supported a legal basis for her subsequent discharge, despite other qualifications.

COURT CASES - MICHIGAN

152 Othen v. Ann Arbor School Board. A Federal District judge held that the Education Department can only regulate those education programs which directly receive federal assistance.

COURT CASES - MINNESOTA

153 Lockwood v. Independent School District No. 887. The Minnesota Supreme Court held that teachers who leave their jobs because of work-related mental stress are not eligible for state workers-compensation benefits. This applies to all future stress-related cases by public and private employees.

COURT CASES - MISSISSIPPI

154 Mississippi College v. Equal Employment Opportunity Council (626 F.2d 477). The U.S. Court of Appeals (5th Cir., MS) held that a college may not use religion as a pretext for denying a promotion to a female professor, and ordered the case be retried on that issue. See: The applicability of Title VII to sectarian schools. Baylor Law Review, 33: 380-91, Spring, 1981.

COURT CASES - MISSOURI

155 Stephens College. Missouri college professors are managers, NLRB rules. Chronicle of Higher Education, 2, March 9, 1981. Faculty may not engage in collective bargaining. (Ruling is overturned by NLRB. Chronicle of Higher Education, 2, September 2, 1981.)

COURT CASES - MONTANA

156 Keiser v. State Board of Regents of Higher Education (630 P.2d 194). Director's salary could not be reduced by the amount that her contract had allocated for "administrative duties." Contract did not spell out tenured or non-tenured duties, therefore plaintiff's "continuous tenure" entitled her to full pay.

COURT CASES - NEW HAMPSHIRE

157 Lourie v. Keene State College (428 A.2d 902). College lecturer did not sign an acceptance form to teach at an elementary school for one year and was not entitled to notice of non-renewal otherwise required under the provisions of the faculty handbook, despite the fact that she did begin to teach. Her teaching alone, without signing the acceptance form, was not enough to make her commitment enforceable, and hence no contract had been formed.

158 University of New Hampshire v. John R. Haskell, Jr. University sued staff members for diverting contracts to a private corporation run by staff members.

COURT CASES - NEW YORK

159 Coller v. State University of New York (439 N.Y.S.2d 474). Sections of Retirement and Social Security Law which changed employees' pension plan from noncontributory to contributory did not violate state's constitutional provision that prohibits impairment of state retirement system "contracts."

160 Gray v. Board of Higher Education, City University of New York. (79 Civ. 0062). U. S. District Court for the Southern District of New York found that faculty members serving on tenure committees could not be required to divulge how they voted and that a qualified privilege of academic freedom existed. See: Rights in conflict: the secrecy of the tenure vote. NCSCBHEP Newsletter, 9(5): November-December 1981.

161 Hannahs v. New York State Teachers' Retirement System. U. S. District Court held that N. Y. State retirement fund could not reduce the pension checks of its female retirees.

COURT CASES - NEW YORK (cont'd)

162 King v. Cornell University (439 N.Y.S. 2d 445). The employment of a discharged investment officer was based on an oral agreement and was not modified by the personnel manual issued three years subsequent to hiring, which provided only policy and not enforceable discharge procedures.

163 Pauk v. Board of Trustees of City University of New York (654 F.2d 856). Under New York law, only nondelegable duty of Board of Trustees of City University concerning tenure is to review recommendations for tenure supported throughout administrative process or committee recommendations following properly filed grievance even if disapproved during administrative process.

164 Professional Staff Congress/CUNY v. City University of N.Y. (507 F. Supp. 637). A U.S. District Court held that due process did not require college board to state why it did not accept the decisions of faculty committees in repect to tenure and promotion recommendations.

165 Spirt v. Long Island University. U.S. District Court for Southern New York held that the state may not give women lower retirement benefits than men, merely on the basis of group statistics indication greater female longevity.

166 Warder v. Board of Regents (C.A.8). The Union Theological Seminary was denied an appeal of a lower court decision which held that NY State officals had not violated religion or speech expression guarantees by denying it the right to grant Master's degrees in religion.

COURT CASES - NORTH CAROLINA

167 Mayberry v. Dees (638 F.2d 690). U.S. Court of Appeals (4th Cir., NC) reversed a decision by a Federal District Court, and held that universities must be given great latitude in tenure decisions. Mayberry failed to convince court that his tenure denial was based upon criticisms of his department chairman.

COURT CASES - OHIO

168 Ohio Northern University. NLRB urged to restore certification for Ohio faculty union. Higher Education Daily, 3, April 29, 1981. Bargaining unit was found "inappropriate," faculty is "managerial." (Ruling is overturned by NLRB. See Chronicle of Higher Education, 2, September 2, 1981.)

COURT CASES - OREGON

169 Brown v. Oregon College (628 P.2d 410). A college employee was entitled to a new determination by Employment Review Board of whether his termination by college was in error, since the majority of the board overly circumscribed its own fact-finding function.

COURT CASES - OREGON (cond't)

170 Penk v. Oregon State Board of Higher Education. Women faculty at Oregon State College brought charges of unequal pay and promotion practices to U.S. District Court. The action charged a violation of Title VII, which created state liability for civil rights violations.

COURT CASES - PENNSYLVANIA

171 Association of Pennsylvania State College and University Faculties v. Kline (427 A. 2d. 684). Arbitrated compensation increases for college and university personnel were not considered to be "negotiated compensation increases" within the meaning of a statute providing that no funds received by state colleges and universities were to be used for negotiated compensation increases.

172 Equal Employment Opportunities Commission v University of Pittsburgh (643 F.2d 983). A Federal Court of Appeals (3rd Cir., PA) ordered the University to release its data on faculty pay and hiring to this civil rights agency.

173 Grove City College v. Bell (C.A. 3rd Cir.) A small Christian college claimed that the Education Department's rule requiring a school's conformity with civil rights requirements, whenever its students received federal assistance, was unconstitutional.

COURT CASES - PUERTO RICO

174 Jimenez v. Almodovar (650 F.2d 363). There is no constitutional right to tenure. Professor Timenez was properly dismissed on grounds of charge of academic program despite school's departure from procedure to remove "for cause."

COURT CASES - TENNESSEE

175 Croushorn v. Board of Trustees of University of Tennessee (518 F. Supp. 9). A U. S. District court upheld the firing of an assistant professor. Plaintiff had failed to prove that his criticism of a public offical was a motive in the University's decision to dismiss him.

COURT CASES - TEXAS

176 Allaire v. Rogers (658 F. 2d 1055). Plaintiff's first amendment rights were violated and merit raise denied by University President because of political activities.

COURT CASES - TEXAS (cont'd)

177 Southwestern Baptist Theological Seminary v. E.E.O.C. (C.A. 5th Cir.). An appeal was sought by Seminary after a Court of Appeals held that work done by some administrative employees was secular in nature and subject to discovery and examination by E.E.O.C. investigators.

178 United Carolina Bank v. Board of Regents of Stephen F. Austin University (665 F. 2d 553 C.A.5). University cannot retaliate against professor who disclosed the mismanagement of research funds by denying him tenure.

179 Wilkins v. University of Houston (662 F. 2d 1156). A U. S. Court of Appeals (5th Cir., TX) held that only a complex statistical analysis, designed to account for variables other than sex-discrimination, would be adequate evidence to support a charge of sex-discrimination under Title IX.

COURT CASES - VERMONT

180 In Re Guttman (431 A.2d 491). A state college faculty member did not waive her right to retire at age seventy by transferring to a new retirement plan which did not spell out that right. She had been assured that she would not lose it.

COURT CASES - WASHINGTON

181 Elliott v. Board of Trustees, Community College District IX (631 P. 2d 985). Prior to submitting his resignation, Plaintiff sought to extend employment until replacement was found for him. No contractual acceptance for full-time employment was found by the court.

COURT CASES - WEST VIRGINIA

182 Clarke v. West Virginia Board of Regents (279 S.E.2d 169). Dismissed college professor, who was removed prior to a due process dismissal hearing, was entitled to back pay from date of discharge until completion of required hearing.

183 Salem College. Bargaining case at Salem dismissed by Labor Board. Chronicle of Higher Education, 13, January 19, 1981. Department chairpersons in bargaining unit are found to be managers.

COURT CASES - WISCONSIN

184 AFT v. Milwaukee Area Technical College. Wisconsin Court of Appeals upheld reinstatement of professor who was terminated in violation of a contractual just cause provision.

COURT CASES - SUPREME COURT

185 Adams v. D'Andrea. Supreme Court was asked to overturn successful 1st amendment suit by professor who had made political statements. Case was appealed from U.S. Court of Appeals 5th Cir.

186 Bannerjee v. Board of Trustees of Smith College (648F. 2d 61). The U.S. Supreme Court did not review a U.S. Court of Appeals (1st Cir., MA) decision that denied disclosure of tenure vote, despite plaintiff's allegations of job bias in violation of Title VII.

187 Board of Trustees of Keene State College v. Sweeney (604 F2d 106). See Flygare, T. J. Implications for the future of peer review in faculty personnel decisions. Journal of College and University Law, 7:100-10, 1980-81.

188 Chardon v. Fernandez (102 S. Ct. 28). In a reversal of a U.S. Court of Appeals (1st Cir., PR) decision the Supreme Court held that the statute of limitations governing the filing of civil rights complaints began when the plaintiff received official notice of termination, or non-reappointment.

189 County of Washington v. Gunther (101 S. Ct 2242). U.S. Supreme Court ruled that a woman should be permitted to prove intentional sex bias even when no man holds the same job.

190 Delaware State College v. Ricks (Sup. Ct., No. 79-939). Supreme Court clarified period of limitations for filing complaints under Title VII. The complaint was dismissed as untimely. See Fields, Cheryl M. High court sets time limits on filing of bias complaints. Chronicle of Higher Education, 19, January 12, 1981. See U.S. Supreme Court decides Ricks. ACBIS Fact Sheet, January 1981.

191 Department of Education v. Seattle University (Sup. Ct., No. 80-493). Supreme Court will decide if Title IX applies to university employees.

192 Hart v. Mayor and City Council of Baltimore (625F. 2d 13, Cert. den. 449 U.S. 1113). U.S. Supreme Court refused to review a claim of reverse discrimination by a white counselor at predominantly black Community College of Baltimore. U.S. Court of Appeals (4th Cir., MD) found that an applicant with higher interview scores had received the promotion.

193 Jacobs v. College of William and Mary (495 F. Supp. 183, Cert. denied). The Supreme Court declined to review Federal District and Appellate Court decisions that invalidated a sex-discrimination claim in favor of plaintiff, a former basketball coach. Plaintiff had been awarded $72,000, but subsequent reversals ruled that no bias had occurred.

194 Lincoln University v. Trotman. Supreme Court denied certiorari and refused to review opinion protecting faculty right to free speech.

195 Lux v. Angel (Sup. Ct., No. 80-1344). The U.S. Supreme Court declined to review a lower court decision denying a New Mexico Highlands University professor's claim that his free speech rights were violated by the University. Plaintiff alleged that he was dismissed for criticizing the school administration.

COURT CASES - SUPREME COURT (cont'd.)

196 NLRB v. Catholic Bishop (99 S Ct. 1313). NLRA not applicable to schools run by religious organizations. See: Durso, J. J. Government regulations versus first amendment religious freedoms. Saint Louis University Law Journal Review, 24: 295-326, September 1980. Lay teachers seek more than good shepherd to protect their rights. Mercer Law Review, 32: 655-65, Winter, 1981.

197 North Haven Board of Education v. Bell (Sup. Ct., No. 80-986). Two Connecticut school boards requested that the U.S. Supreme Court strike down Department of Education rules that bar sex discrimination against workers at schools receiving federal funds. Defendant argued that employees are not protected by Title IX.

198 Patsy v. Board of Regents of the State of Florida (634 F. 2d 900). Plaintiff sought to file race discrimination charge in federal court. American Civil Liberties Union (Plaintiff's counsel) argued that exhaustion of administrative remedies should not be mandatory where they lack "assurance of being ... effective." Supreme Court was asked to rule on the use of grievance procedures.

199 Seltzer v. Brooklyn College. U.S. Supreme Court declined to review a U.S. Court of Appeals (2nd Cir., NY), which held that University's dismissal of non-tenured professor for alleged C.I.A. association did not violate his First Amendment rights.

200 Stolberg v. Davidson (Sup. Ct., No. 81-503). Connecticut Supreme Court ruled that the state's law barring state employees from holding public office did not deny a former Connecticut State College professor his First Amendment rights. The U.S. Supreme Court upheld this decision.

201 United Parcel Service v. Miller. The U.S. Supreme Court held that a suit by a worker against his union for breach of fair representation in an arbitration was not a "breach of contract" action, but a breach of state law governing arbitration.

202 Universities Research Association v. Coutu. The U.S. Supreme Court held that there is no private right of action under the Davis-Bacon Act. Therefore, a worker may not challenge wages in the courts.

203 Van Hyning v. University of Alaska (Sup. Ct., No. 81-35). The U.S. Supreme Court did not review an Alaska Supreme Court ruling which had decided that Plaintiff was not denied constitutional protection in tenure review procedures.

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Academe (American Assn. of University Professors)
American School and University
American Teacher (American Federation of Teachers)
Arbitration in the Schools (American Arbitration Association)
Arbitration Journal (American Arbitration Association)
Bibliographic Index
Book Review Digest
Business Periodicals Index
California Public Employee Relations
Canadian Association of University Teachers Bulletin
Canadian Education Index
Change
Chronicle of Higher Education
College and University Teacher
College Law Bulletin
College Law Digest (National Assn. of College & University Attorneys)
Community and Junior College Journal (American Assn. of Community & Jr. Colleges)
Community College Frontiers
Community College Review
Compact (Education Commission of the States)
Cumulative Book Index
Current Index to Journals in Education (ERIC)
Dissertation Abstracts
Education Administration Abstracts
Education Index
Educational Administration Quarterly
Educational Forum
Educational Record (American Council on Education)
Educators Negotiating Service
ERIC/Higher Education Research Currents
ERIC/Higher Education Research Reports
Government Employee Relations Report (Bureau of National Affairs)
Harvard Educational Review
Higher Education
Higher Education and National Affairs (American Council on Education)
Higher Education Daily
Hospital Abstracts
Hospital Literature Index
Human Resources Abstracts
Index to Legal Periodicals
Industrial and Labor Relations Review
Industrial Relations
Industrial Relations Law Journal
International Nursing Index
Journal of Collective Negotiations in the Public Sector
Journal of College and University Law (Nat'l Assn. of College & Univ. Attorneys)
Journal of College Student Personnel
Journal of Higher Education
Journal of Law and Education

Journal of the College and University Personnel Association
Labor Arbitration in Government (American Arbitration Association)
Labor Law Journal
Labor Relations in Education
Labor Relations Reporter (Bureau of National Affairs) - Decisions of the Courts, Decisions of the NLRB, Fair Employment Practice Cases, Labor Arbitration Reports
Liberal Education
Library Literature
Management Literature in Brief
Monthly Labor Review
NACUBO Business Officer (Nat'l Assn. of College & Univ. Business Officers)
NEA Advocate (National Education Association)
NEA Reporter
National Association of Student Personnel Administration (NASPA) Journal
On Campus with Women (Project on the Status and Education of Women)
PERB News (NY)
PERS Information Bulletin
Personnel
Personnel Administrator
Personnel Literature
Personnel Management Abstracts
Phi Delta Kappan
Public Affairs Information Service (PAIS)
Public Personnel Management
Research in Higher Education
Resources in Education (ERIC)
Social Science Index
Sociology of Education
Teachers College Board
Work Related Abstracts

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American Association of State Colleges and Universities
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American Association of University Professors
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11 Dupont Circle, N.W.,Suite 120
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Faculty Unionism Project
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Federal Mediation and Conciliation Service
U.S. Department of Labor Building
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National Association of College and University Business Officers
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National Association of State Universities and Land Grant Colleges
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National Center for Education Statistics
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PART V

ACRONYMS AND ABBREVIATIONS

ACRONYMS AND ABBREVIATIONS

AAA	-	American Arbitration Association
AAHE	-	American Association for Higher Education
AAJC	-	American Association of Junior Colleges
AARN	-	Alberta Association of Registered Nurses
AAUP	-	American Association of University Professors
ABA	-	American Bar Association
ACE	-	American Council on Education
ACRL	-	Association of College & Research Libraries
AFGE	-	American Federation of Government Employees
AFL-CIO	-	American Federation of Labor - Congress of Industrial Organizations
AFSCME	-	American Federation of State, County and Municipal Employees
AFT	-	American Federation of Teachers
AHA	-	American Hospital Association
ALMA	-	Association of Labor Mediation Agencies
AMA	-	American Management Association
ANA	-	American Nurses Association
AORN	-	Association of Operating Room Nurses
AUCC	-	Association of Universities and Colleges of Canada
BCTF	-	British Columbia Teachers Federation
BLS	-	Bureau of Labor Statistics
BNA	-	Bureau of National Affairs
BRAIN	-	Baruch Retrieval of Automated Information for Negotiations
CAUT	-	Canadian Association of University Teachers
CCHE	-	Carnegie Commission on Higher Education
CPI	-	Consumer Price Index
CSC	-	Civil Service Commission
ECS	-	Education Commission of the States
EEOC	-	Equal Employment Opportunity Commission
ERB	-	Employment Relations Board (Preceded by state's initials)
ERIC	-	Educational Resources Information Center
FEP	-	Fair Employment Practice
FLRC	-	Federal Labor Relations Council
FMCS	-	Federal Mediation and Conciliation Service
GERR	-	Government Employee Relations Report
LA	-	Labor Arbitration and Dispute Settlements (BNA)
LAIRS	-	Labor Agreement Information Retrieval System (Civil Service Commission)
LMRA	-	Labor Management Relations Act
LMRS	-	Labor Management Relations Service
LRR	-	Labor Relations Reporter (BNA)
NAA	-	National Academy of Arbitrators
NACUA	-	National Association of College and University Attorneys
NACUBO	-	National Association of College and University Business Officers
NCSCBHEP	-	National Center for the Study of Collective Bargaining in Higher Education and the Professions
NEA	-	National Education Association
NLRA	-	National Labor Relations Act
NLRB	-	National Labor Relations Board
OER	-	Office of Employee Relations
OFCC	-	Office of Federal Contract Compliance
OPEIU	-	Office and Professional Employees International Union
OSHA	-	Occupational Safety and Health Administration
PERB	-	Public Employment Relations Board
PERC	-	Public Employment Relations Commission

SFLRP - Society of Federal Labor Relations Professionals
SPIDR - Society of Professionals in Dispute Resolution
UFCT - United Federation of College Teachers
UFT - United Federation of Teachers

NATIONAL CENTER FOR THE STUDY OF COLLECTIVE
BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS

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